Welcome to the first People@SFU newsletter. The purpose of this bi-monthly newsletter will be to share brief updates and highlights on activities underway on various ‘people practices’ being led by the HR team at SFU. More detailed information will be provided on each of them as work unfolds. Please feel free to connect with me or any of the HR Team if you have comments, feedback or you would like more information on a particular topic.

Sandi de Domenico, Associate Vice President, Human Resources

People Development Program Underway

A major focus going forward is the design and development of an overarching learning and development program. This strategy will focus on core, functional, and leadership learning and will include elements such as coaching, mentoring, enhanced tools for success, and career planning. Tara Black has joined the HR Team as the University’s first Director of People Development and will take the lead in coordinating this initiative.

Contact: Tara Black

Competencies – A Critical Foundation

HR has facilitated Phase 1 in the development of a competency framework. This will be the foundation for a refreshed recruitment and selection process, a new job evaluation system, and a learning and development program. Mikhail Dzuba, Jess Wong, Gabby Armstrong, Kelli Whittle, Dave Townsend, Tracy Mason-Innes, Janis Kennedy, John Grant, and Todd Gattinger, representing broad perspectives around the University, joined forces with the HR team of Linda Chan, Rachel Ram, and Tara Black to develop a set of core and functional competencies which will be tested in the coming months.

Contact: Sandi de Domenico and Tara Black

Labour Relations 101

The Labour Relations (LR) team is currently offering informal information sessions to departments, upon request, on a variety of topics. Topics covered could include specific issues that your department is interested in, such as application of certain sections of collective agreements. In addition, the LR team is currently developing comprehensive workshops for all supervisors and managers responsible for administering collective agreements within their departments. These workshops will form part of the new learning and development program.

Contact: Chris Hatty
Supporting Retention

Knowing why people choose to leave is an important source of meaningful information about retention and can highlight the strengths and opportunities of the overall employee experience here at SFU. We are inviting any employee who leaves SFU to participate in a confidential exit interview. Feedback gleaned from these interviews is themed and will be shared with the appropriate leader as well as factored into the design and development of various ‘people practices’.

Contact: Sandi de Domenico

Valuing Diversity and Inclusion – New Director

A new Director will join the HR Team. The Director of Equity, Diversity & Inclusion – Staff, will facilitate and coordinate programs aimed at ensuring all people have appropriate access to employment and have opportunities for support and inclusion, and will work with supervisors, managers, and staff to help create bullying and harassment-free environments. A significant focus will be on supporting initiatives related to Aboriginal people and people with disabilities.

Contact: Sandi de Domenico

Sick Leave Aggregation

After many years, a long outstanding grievance on the application and administration of sick leave for CUPE employees has successfully concluded with the assistance of a mediator and both parties working collaboratively together. Stay tuned in the coming weeks for more information on the changes which will come into effect October 31, 2017.

Contact: Chris Hatty and Harro Lauprecht

Job Evaluation – Speeding up the Process

The job evaluation methodology for Administrative and Professional positions will be undergoing a change. We are currently underway with an Request for Proposal (RFP) for a refreshed methodology which will improve the turnaround time in evaluating jobs, provide for improved transparency and efficiency, and streamline job descriptions - no more eight page job descriptions!

We’re aiming to complete the selection by the end of the year and prepare for implementation in the new year. Expect more details soon on the plans for transitioning from our current process to a new system.

Contact: Trish Rosengren